



INTRODUCTION

Are you ready to strengthen your understanding of key workplace issues, guided by your trusted legal advisors, **Joshua Sutherland, Scott McCann and Abigail Owen**? Join us for an engaging all-day seminar that explores the latest legal updates and essential trends in the federally regulated workplace. This seminar will help your First Nation and Administration stay legislatively compliant and avoid unnecessary liabilities or penalties. Our expert speakers will cover critical human resources topics, offering practical insights to empower your management team in navigating the complexities of employment law within the context of a First Nation's workplace.

Date: **Friday, April 25, 2025**

Time: **9:00am-4:00pm**

Venue: In-Person at the **'f:tseliya Health & Community Centre**, 7256 Chilliwack River Road, Chilliwack, BC (lunch will be provided).

SECURE YOUR SPOT TODAY!

Limited seats available. Register now to ensure you don't miss out on this invaluable opportunity to enhance the workplace knowledge of your managers and leadership teams in effort to maintain mandatory compliance with the *Canada Labour Code* and other statutory and common law obligations.

- **Cost \$1,450 per person**

[Register for the seminar here.](#)

AGENDA HIGHLIGHTS:

1. Updates to the Canada Labour Code: Navigating the Changes

Stay ahead of the curve with our comprehensive breakdown of the latest updates to the *Canada Labour Code*. Understand how these changes impact your workplace to ensure compliance with the ever evolving legal landscape. Note: Compliance with the *Canada Labour Code* is mandatory, and our experts will guide you through the essential steps to ensure your organization adheres to these regulations to avoid costly penalties and reputational damage.

2. Social Media and Off-Duty Conduct: Balancing the Line

Dive into the employer's rights to discipline employees for the improper use of social media and its implications even during off-duty hours. With a focus on the unique circumstances in First Nation workplaces, learn how to navigate the fine line between personal expression and its potential impacts on the operations and reputation of the employer. Discover best practices for maintaining policies and disciplinary measures related to social media use.

3. Attendance Management: Strategies for Effecting Improvement or Discipline.

Explore strategies for effective attendance management in the modern-day era and examine the necessary balancing act between an employer's obligation to inquire, right to demand medical information, and its duty to provide reasonable accommodations; versus the employee's right to privacy and employer's right to implement disciplinary measures for poor attendance.

4. Terminating Employment: The Do's and Don'ts

Learn more about the art of employment terminations by understanding the essential do's and don'ts. Better equip your management with required knowledge to navigate effective discipline, and dignified terminations that minimize legal risks and maintain a positive workplace culture.

MEET OUR EXPERT PANEL:

Joshua Sutherland: An Indigenous lawyer and member of the Red Rock Indian Band (Lake Helen Reserve), Josh has been practicing law for 15 years and has a particular focus on assisting First Nations, First Nation Administrations and many other related Indigenous entities on all facets of employment law.

Scott McCann: With over 20 years of workplace law experience, Scott's reputation as a trusted legal advisor in combination with practical solution oriented advice has benefited First Nation employers throughout BC, Alberta, and the Yukon.

Abigail Owen: An integral member of our First Nations workplace law group, Abby's practice focuses on all aspects of workplace law, including employment, labour, human rights, pensions, privacy, and occupational health and safety matters.

EXCLUSIVE BONUS: Q&A SESSION

Engage directly with our experts during a live in-person Q&A session. Get personalized answers to your burning questions and leave with actionable takeaways to implement in your workplace.

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Lunch will be provided. Please email any dietary requirements to webinars@zvmllp.com. Please include your name and organization in your request.

Join us for an enriching learning and capacity building experience to improve your approach to employment practices.

Elevate Your Workplace. Elevate Your Success.